



AGENDA

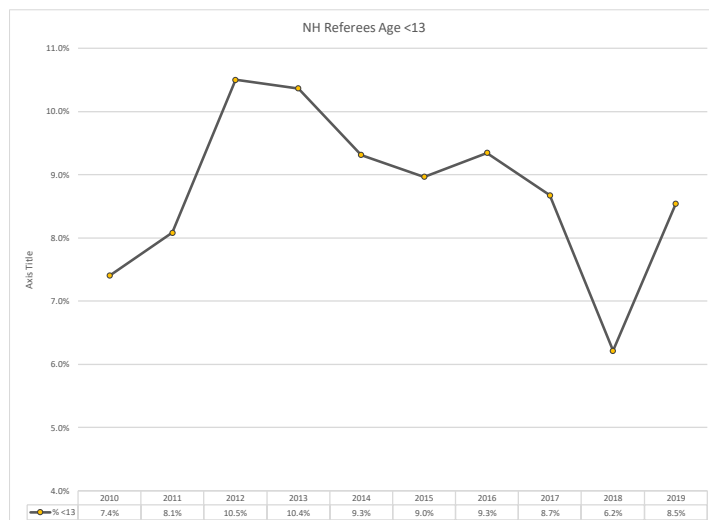
State Referee Committee Meeting April 2019

- Minutes – Jan 2019 Meeting
- Reports
 - SRA/Finances – written
 - SYRA -written
 - SDA/SDI – written
 - Futsal
 - Area Reps
- Old Business
 - Web Site (J. Breda)
 - By-Laws Revisions/Corrections (J. Merriken)
 - Changes/Amends to Calendar
- New Business
 - New Appointments to SRC
 - C. McGuire – Greater Manchester Area Rep
 - K. Coeyman – State Assignor Coordinator (SAC)
 - New Policy Proposals (J. Breda)
 - Abuse/Molestation
 - Social Media/Contact Information
 - Whistle Blower
 - Assistance for Assessors/Coaches to USYS Regional Events



State Referee Administrator Report – April 2019

- Financial through March 2019 – see attached summary
- 2019 Referee Registration
 - Currently at 794 with completed classes
 - On target for 800-850
 - Based on referees who complete final classes and all required training
 - New (Grassroots) Training for 2019
 - About +14% from past two years
 - Last two classes, over 160 signed up from all parts of NH
 - Recertification Referees
 - Currently down 12%
 - 23 Recertification Sessions held from Nov 2018 – April 2019
 - Multiple reasons being stated although survey to be sent
 - Coach/Parent behavior
 - Off to college
 - Too old/kids out of program
 - Youth Leagues
- SRA (and SYRA and SDA/SDI) attended USSoccer Referee Administrators Workshop March 2019
 - Change in Grassroots Referee Training starting July 1, 2019 (for 2020 registration year)
 - Will utilize US Soccer Learning Center (same platform as for coaches training)
 - Field session in state is now mandatory
 - Grade system changing from 9,8,7,6,5,4,3,2,1 to 1-4 to line up with FIFA
 - Vast majority are 7,8 & 9 and now will be “Grassroots Referee” to service local games both youth and adult
 - Starting in 2020 registration year minimum age for referee will change
 - Move to 13 from current 12 years old (see chart below)
 - Based on past 10 years impact in NH is about 9% reduction in number





State Referee Administrator Report – April 2019

- SafeSport Training
 - Mandatory for all referee program members ≥ 18 years old for 2020 registration
 - NHSRC has requested all assignors, assessors, instructors comply immediately
 - One item of importance was issue of referee abuse per Policy 531-9
 - For youth referees may rise to reporting level effective immediately
 - Minimal risk but 1-2 cases in past years would likely be reportable
 - Background Checks
 - Current system of backgroundchecks.com likely to fail legal challenge
 - Recommend move to more stringent checking,
 - USSoccer continues to move toward “Referee Coach”
 - National level done and State level being rolled out this summer
 - Likely merge of assessor and instructor programs



State Referee Administrator Report – April 2019

NH Soccer Referee Program		
Profit & Loss		
January through December 2019		
		Jan - Dec 19
Ordinary Income/Expense		
Income		
INCOME		
434 · REFEREE		
435 · Referee Registration		34,155.00
Total 434 · REFEREE		34,155.00
440 · Dividends & interest income		2.23
Total INCOME		34,157.23
Total Income		34,157.23
Gross Profit		34,157.23
Expense		
EXPENSE		
7801 · TAX PREPERATION SVCS		706.25
BONZI GAME OFFICIALS		
7533 · BONZI Subscription Fee		592.00
7536 · Bonzi Game Fees		350.00
7537 · SPAY - 5CD DEBIT		3,768.50
7538 · SPAY CONNECT		1,089.64
7539 · SPAY US Soccer		2,993.50
Total BONZI GAME OFFICIALS		8,793.64
Outside Services -		
744 · Other contract labor		450.00
749 · Office - Accounting&Bookeeping		600.00
800 · Referee Instructor Grade 8		2,655.00
802 · Ref. Inst. IN-SERVICE Training		940.00
804 · Referee Assessment FULL		80.00
Total Outside Services -		4,725.00
Travel		
7720 · Transportation & Travel - Other		91.50
Total Travel		91.50
760 · Phone		200.00
761 · Internet		200.00
762 · Postage		21.50
769 · Airline Tickets		1,236.66
770 · Room&board - Hotel		1,114.55
773 · Meals		692.47
778 · Supplies		2,779.46
795 · Uniforms - Staff/ODP/Ref		1,761.04
Total EXPENSE		22,322.07
Total Expense		22,322.07
Net Ordinary Income		11,835.16
Other Income/Expense		
Other Income		
Interest income		187.96
Total Other Income		187.96
Net Other Income		187.96
Net Income		12,023.12



State Referee Administrator Report – April 2019

NH Soccer Referee Program		
Balance Sheet		
As of April 8, 2019		
		Apr 8, 19
ASSETS		
Current Assets		
Checking/Savings		
	105-R · Referee - Checking	108,262.79
	106-R · Referee - Savings	18,094.55
	107 · CD #9844 6 MO	25,496.41
	108 · CD #9852 6 MO	25,446.21
	Total Checking/Savings	177,299.96
	Total Current Assets	177,299.96
Fixed Assets		
	140 · Equipment	1,485.96
	Total Fixed Assets	1,485.96
	TOTAL ASSETS	178,785.92
LIABILITIES & EQUITY		
Equity		
	349 · Opening Bal Equity	137,073.94
	350 · Fund Balance	29,688.86
	Net Income	12,023.12
	Total Equity	178,785.92
	TOTAL LIABILITIES & EQUITY	178,785.92

NH SOCCER REFEREE PROGRAM

SYRA Report – April 2019

- Update – 2019 East Region ODP Tournament
 - One (1) referee applied. Email from East Region states that they are still looking for more referees from any State Association
- Update – 2019 East Region Presidents Cup
 - No NHSA teams attending this event. Unaware of status of referee pool at this time.
- Update – 2019 East Regional NCS
 - One (1) NHSA team entered through NHSA State Cup. Unaware of status of referee pool at this time.
- Update – 2019 NHSL
 - Assigned through US Officials going forward.
 - New League Director who seems to be working in the right direction. Prior experience in running NH's largest Futsal league (at the time) was quite successful. Should improve the stability of scheduling and game changes going forward.
 - Recent access as Administrator to US Officials to monitor referee assignments in NH for mentor/coaching opportunities.
- NHSA ODP – Completed Winter training and now have “friendly matches” scheduled for May 11, 2019 with ME ODP. This was discovered at the April NHSA Board Meeting on April 8, 2019. It conflicts with league play and NHSA Night at the NE Revolution (which will require referees for the entire day as well). Prospects for this event will be notified.
- NHSA State Cup – Will not happen
- NHSA Presidents Cup – Will not happen
- No replacement of VP of Recreation at the March AGM. Likely will impact the Target United Cup and the U-10 Festival. Both of these are critical to referee development. SYRA offered to assume duties in December, but was never contacted.



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NH Soccer Referee Program

State Director of Assessment & Instruction Report State Referee Committee (SRC) Meeting: April 2019

Instructional Courses

	Number of Courses		Number of Registrants	
	2019 Number	Change from 2018	2019 Number	Change from 2018
New Grassroots Referee	9*	-18.2%	367	+23.2%
Recertifying Referee	23	+9.5%	481	-9.4%
New Futsal Referee	1	-50.0%	2 (canceled)	-83.3%
Recertifying Futsal Referee	2	-33.3%	38	-2.6%

* The spring New Grassroots Referee classes implemented expanded rosters with 60, 92 and 72 spots at the Nashua, Raymond and Londonderry courses respectively. These three larger classes combined equate to eight classes using the former model, giving an effective number of courses for 2019 of 14 (+27.3% from 2018).

Instructional Updates

- New 2-hour field sessions implemented with six rotating stations every 20 minutes with emphasis on offside, referee/AR communication, wall management, whistle communication, field inspection and pregame, and managing bench personnel.
- 21 different individuals helped at field sessions as coaches, instructors, assessors or mentors. Nine helped in Nashua, 17 in Raymond and 14 in Londonderry.
- New online US Soccer Learning Center to be implemented for New Grassroots Referee classes starting July 1.
- New classroom session to be developed and implemented for summer New Grassroots Referee classes in line with the new online course by US Soccer. New classroom sessions will have attendees working in groups and emphasize discussion with video analysis with limited instructor centered delivery of content.

Safety Training

- New Zoll AED and basic first aid equipment purchased with assistance from Rick Wood.
- Six assessors / instructors trained and certified in CPR, AED and First Aid on March 30 at Pinkerton Academy, Derry, NH.
- Four additional assessors / instructors submitted CPR certification independently.
- All New Grassroots Referee Courses require attendees to sign a liability waiver form.
- Safety protocol and emphasis implemented at all New Grassroots Referee Course field sessions.
- All except two assessors / instructors have completed SafeSport requirements.

US Soccer Communication and Administrative Workshop

- Attended quarterly administrative conference calls.
- Attended US Soccer Learning Center webinar.
- Attended US Soccer Administrator Workshop in Chicago Mar. 8-10, 2019.
- Requested National Referee Coach for Advanced Referee Training Aug. 10-11, 2019.

US Soccer Education Workgroup

- Reviewed and provided feedback of Beta Release of New Grassroots Referee online content to be used in Digital Learning Center.
- Reviewed and provided feedback for Regional Referee Profile.
- Reviewed and provided feedback for Referee Coach Profile.

Referee Coaching and Mentoring

- Will continue developmental referee coaching this coming spring in conjunction with various leagues.
- New form to be developed and used by coaches and mentors to provide feedback to referees.

Other

- Potential to run a referee camp at Amherst Memorial Day Tournament.
- Assessors able to attend Region 1 events as Referee Coaches.



NH Soccer Referee Committee

Abuse and Molestation Policy

STATEMENT OF POLICY:

Members, volunteers, employees, and independent contractors of the New Hampshire State Referee Committee (NH SRC), including, but not limited to, the Board of Directors (SRA, SYRA, Vice President of Education, Secretary, Treasurer, and Area Representatives) and Associate Members (Referees, Instructors, Assessors, Coaches, Assignors, Emeritus Referees and US Soccer Life members) shall not engage in sexual abuse, sexual harassment, sexual misconduct, physical abuse, and/or emotional mistreatment of children, youth and adults.

Persons in the role of leadership with children, youth, and adults shall include all members, volunteers, employees, and independent contractors who have direct or indirect contact with any and all who participate in any activities or events associated with the NH SRC.

DEFINITIONS:

1. **Sexual Abuse:** Sexual abuse means unwanted physical contact of a sexual nature, sexual contact or sexualized behavior and may include, by example, touching, fondling, other physical contact and sexual relations. Child/youth/adult sexual abuse is the sexual exploitation or use of same for satisfaction of sexual drives. It includes, but is not limited to: (1) incest, (2) rape, (3) prostitution, (4) any sexual intercourse, or (5) deviant sexual conduct such as fondling of a child, youth, or adult in the program or at sponsored activities.
2. **Sexual Harassment:** Sexual harassment is any unwanted sexual advance or demand, either verbal or physical that is reasonably perceived by the recipient as demeaning, intimidating or coercive. Sexual harassment must be understood as an exploitation of a power relationship rather than as an exclusively sexual issue. Sexual harassment includes, but is not limited to, the creation of a hostile or abusive working environment resulting from discrimination on the basis of gender.
3. **Sexual Misconduct:** Sexual misconduct means a chargeable offense.
4. **Physical Abuse:** Any act of omission or an act that endangers a person's physical or mental health. This definition includes any non accidental physical injury caused by a caretaker. Physical abuse may result from punishment that is overly punitive or inappropriate to the individual's age or condition. In addition, physical abuse may result from purposeful acts that pose serious danger to the physical health of a child, youth or adult.
5. **Emotional Mistreatment:** Persistent or extreme thwarting of a child's, youth's, or vulnerable person's basic emotional needs (such as the need to feel safe and accepted).

Implementation:

Members, volunteers, employees and independent contractors shall be provided a copy of this policy and shall receive training information to assist in the implementation of this policy.

Making a Complaint:

Persons who have knowledge of possible violations of this policy by members, volunteers, employees or independent contractors should report to the State Referee Administrator (SRA). The SRA will take action in investigation, reporting and due process, and take action to seek justice. In the event the SRA is the individual against whom an accusation is being made, violations should be reported to another member of the Executive Board, who will designate another individual who will have the authority to take action in investigation, reporting and due process, and take action to seek justice.

Introduction:

It shall be the policy and covenant of the NH SRC to do everything in its power to prevent physical, emotional or sexual abuse against children, youth and adults involved in its operations and with any event sponsored by the NH SRC. The NH SRC is aware of its legal responsibilities and the need to comply with those responsibilities. The NH SRC will go beyond those responsibilities when necessary to act justly in the best interest of those who have been abused or those who are most vulnerable to abuse.

Scope:

This policy and its provisions shall apply to all members, volunteers, employees and independent contractors who have any direct or indirect contact with children and/or youth and/or adults who participate in any activities or events sponsored by the NH SRC.

Screening for Members, Volunteers, Employees and Independent contractors:

- Careful screening is one way to prevent the abuse of children, youths and adults. Screening calls for careful gathering and review of information in search of persons who can and will provide safe and caring supervision in a safe environment.
- Prior to acceptance as a member, volunteer, employee or independent contractor, each applicant aged 18 or older at the time of application or registration shall be required to agree to a background check as determined by the NHSRC. By agreeing to a background check, the applicant gives the NH SRC permission to contact references, conduct criminal background checks, search official records, and perform any other investigation necessary to enable a complete review and evaluation of the application.
- Each member, volunteer, employee, or independent contractor shall be required to undergo a background check at a minimum of every two years.
- In all cases where an event or activity sponsored by the NH SRC involves members, volunteers, employees or independent contractors associating at an event sponsored by another organization (including, but not limited to US Soccer, US Youth Soccer, Development Academy, US Club Soccer, US Adult Soccer Association, the New Hampshire Soccer Association, leagues and tournaments), the sponsoring organization may require additional screening that must be met for attendance. The NH SRC is not responsible for screening other individuals associated with events by other organizations and any members, volunteer, employee or independent contractor attending assumes the intrinsic risks associated with screening, or lack thereof, of other individuals at the these events.
- Incidents occurring at an event or activity sponsored the NH SRC which involve another organization are considered extensions of that organization's guidelines and policies, making the resolution of any such incident the primary responsibility of such organization.

The State Referee Administrator shall be responsible for the conduct of the screening process:

- He shall receive and review all completed background checks, rejecting those, if any, which are incomplete.
- He shall evaluate each completed background check and determine the need for and extent of any investigation necessary to determine eligibility of the applicant.
- He shall check references and conduct other investigation he feels is necessary to determine the fitness of the applicant.
- He shall consult with and inform US Soccer of any applicants he believes warrant further review.
- He shall approve or disapprove each application and promptly notify each applicant of his decision. If the investigation of any application raises a serious question as to the fitness of the applicant, the application or registration shall be disapproved.

Notwithstanding the forgoing, the application or registration must be disapproved by the State Referee Administrator if it is determined from the investigation or otherwise that:

- The applicant has been involved in any activity in which he abused or exploited children, youths or adults; or
- The applicant has been convicted of a crime against children, youths or adults.

Notwithstanding the decision of the State Referee Administrator, the sponsoring organization of any event or activity reserves the right to disapprove any application.

Results of all screening activities shall be kept confidential.

Reporting Incidents:

1. When the necessity of reporting occurs, the protection of children, youths and adults must be paramount.
2. Reporting:
 - a. Immediately upon receipt of an allegation of violation of policy, the State Referee Administrator or Executive Board shall be notified. At the discretion of the State Referee Administrator, assignors, or other individuals who use the services of the individual against whom a claim is being made, may also be notified.
 - b. The State Referee Administrator, his/her designee, or other Executive Board members, shall notify the insurance carrier.
 - c. The State Referee Administrator, his/her designee or other members of the Executive Board will facilitate reporting to SafeSport, US Soccer and/or law enforcement agencies, as appropriate according to Local, State and Federal reporting guidelines.
3. The person against whom an allegation has been made (Respondent) immediately will be suspended from working or volunteering with children, youth, adults.
4. If a minor is involved, that person's parent(s)/guardian(s) shall be notified of the alleged violation of policy by a person designated by the State Referee Administrator.
5. The Executive Board and others designated by the State Referee Administrator shall assist the investigation of the complaint and the process to work through the complaint. This may include assistance with legal and public relations issues as well as interviews necessary for the investigation of the complaint. Decisions on all complaints shall ultimately rest with the Executive Board of the NHSRC.

6. The State Referee Administrator and/or the Executive Board will determine who needs to be interviewed to determine the nature of the alleged violation and its impact. All conversations shall be documented including such things as (but not exclusive of) date, time, place, and names of person or persons involved. In addition, the substance of the conversation shall be documented, with the person interviewed asked to review notes for accuracy and to sign such notes. In addition, all contacts made and actions taken by the State Referee Administrator and/or Executive Board are to be documented.
7. If a formal complaint is made, the State Referee Administrator and/or Executive Board shall provide the Respondent with a copy of the complaint.
8. Those making the allegations (Complainant), the parent(s)/guardians(s) of any minor involved, the Respondent, and any person who supervises such persons shall be notified of any results of the investigating and final decision of the State Referee Administrator and/or Board of Directors. In all cases, all documentation shall be retained in a confidential, personal file.
9. The State Referee Administrator and/or Executive Board will determine when and with whom information needs to be shared. If investigations or allegations of abuse should come to the attention of the media, a response will come from the State Referee Administrator or his/her designee.
10. It shall be the goal of the NHSRC to provide supportive care to both the Complainant and the Respondent, and to restore such persons to wholeness. Supportive care can include the procedures of the criminal justice system and appropriate counseling referrals.
11. The Complainant or Respondent may appeal the decision of the State Referee Administrator and/or Executive Board to the New Hampshire Soccer Association and ultimately US Soccer, as detailed in US Soccer Policy.
12. If the Complainant should desire to appeal the decision of the State Referee Administrator and/or the Executive Board, legal counselor may be consulted.
13. A representative from the Board of Directors shall represent the voting members of the NHSRC in the event of a hearing by the New Hampshire Soccer Association.
14. The findings of any hearing may be appealed to US Soccer, whose decision will be binding on all parties.



NH Soccer Referee Committee

Policies/Guidelines Regarding Social Media and Contact Information

The New Hampshire State Referee Committee (NH SRC) encourages positive communication efforts that reflect the association's mission, values, and goals. Members, volunteers, employees, and independent contractors who create, use, and maintain social media and networking sites on behalf of the NH SRC are encouraged to use these guidelines to help maintain the NH SRC's commitment to effective communication. Because social media is evolving so rapidly, these guidelines will change as knowledge and use grows.

NH SRC philosophy: In online social networks, the lines between public and private, personal and professional are blurred. Just by identifying yourself as a NH SRC member, you are creating perceptions about your expertise and your affiliation. When you post to a NH SRC social media site, you are representing the association.

One mission, many voices: Aim for "best-of-class" communication. Be an ambassador for the NH SRC. Each time you tweet, blog, or post a message related to the NH SRC, ask yourself the following:

- Does this help advance the NH SRC's mission?
- Does it coincide with the NH SRC's values?
- Is the information I am posting timely, factual, and accurate?
- Am I being respectful?
- Am I familiar with the NH SRC policies?
- Can I dedicate the time necessary to keeping a social networking site relevant and active?

Privacy: Set your privacy options carefully. Remember that privacy options do not provide 100 percent protection of your personal information.

Photos: Use extreme care with posting photos online. Follow federal and state privacy guidelines. If you are unsure whether an individual would object to his or her photo being posted online, do not post it. Photos of minors should not be posted without the express written consent of their parents or guardians. Any photo posted on a social network as it pertains to the NH SRC must be appropriate in nature to the NH SRC. Examples of photos/videos that should be avoided include, but are not limited to, photos involving alcohol, tobacco, nudity, and graphic scenes.

Permanence: Assume everything you communicate via social media is permanent.

Social media and contact information of NH SRC Board of Directors, Instructors, Assessors, Coaches, Mentors and Assignors: Members of the NH SRC Board of Directors, Instructors, Assessors, Coaches, Mentors and Assignors hold positions of power and authority within the NH SRC. To protect all members, the ensuing policies should be followed when dealing with referees, especially if the referee is a minor:

- Do not share personal information (including but not limited to personal social media pages, phone numbers, email addresses or physical addresses) with referees acting in these capacities. An exception would be that it is acceptable for Assessors and Coaches to provide an email address for follow-up questions.
- Use a dedicated email address for all NH SRC correspondence. Members of the Board of Directors and Assignors are encouraged to use a dedicated phone line separate from their personal phone line for telephone communication.
- Do not request social media information from a referee acting in these capacities.
- Never insist in dealing exclusively with a minor. Receive parental/guardian permission before engaging with a minor.
- Do not initiate communication with a minor except for official NH SRC business.
- Do not take or post pictures of referees while acting in these capacities without explicit approval from the SRA, SYRA, SDA or SDI as appropriate. Assessors and coaches may use photos and videos for developmental purposes; however, such photos should be deleted after their intended use.
- If a member of the NH SRC Board of Directors, Instructor, Assessor, Coach, Mentor or Assignor receives inappropriate communication from a referee, the individual should notify the State Referee Administrator of the instance and retain a record that could be used in an investigation.

Violations: If a member of the NH SRC believes that a member has acted inappropriately or a disparaging post is made regarding the NH SRC, NHSA or US Soccer, the following procedures will be implemented.

- The NHSRC Executive Board will request that the post be removed.
- Refusal to remove a post that violates NH SRC, NHSA or US Soccer Policy may result in disciplinary action by the State Referee Administrator and/or NHSRC Executive Board or referred to the New Hampshire Soccer Association for a disciplinary hearing.
- Posts or conduct that may pose a danger to an individual, especially a minor, or violate SafeSport will be reported to the State Referee Administrator, SafeSport, NHSA and/or local authorities as appropriate.

Have fun: Social media is about voice and relationship, both of which are extremely important to the NHSRC.



NH Soccer Referee Committee

Whistleblower Policy

Purpose This Whistleblower Policy is designed to provide a mechanism for NH SRC members, volunteers, employees and independent contractors to raise good faith concerns regarding suspected violations of law or NH SRC policy; to facilitate cooperation in any inquiry or investigation by any court, agency, law enforcement, or other governmental body; and to protect individuals who take such action from retaliation or any threat of retaliation by any other member or agent of the NH SRC.

Scope This Policy applies to all NH SRC members, volunteers, employees, including part-time, temporary, and independent contractors, as well as directors, officers, and other organization volunteers.

Policy The NH SRC is committed to maintaining an environment where members are free to raise good faith concerns regarding the NH SRC's business practices. Members should be encouraged to report suspected violations of the law on the part of the NH SRC; to identify potential violations of the NH SRC policy; and to provide truthful information in connection with any official inquiry or investigation.

The NH SRC expressly prohibits any form of retaliation, including harassment, intimidation, adverse employment actions, or any other form of retaliation, against members who raise suspected violations of law, cooperate in inquiries or investigations, or identify potential violations of the NH SRC policies. Any member who engages in retaliation will be subject to discipline, up to and including suspension or permanent revocation of certification.

Procedure Reports of suspected violations of law or policy and reports of retaliation will be investigated promptly and in a manner intended to protect confidentiality. The NH SRC Executive Board will manage such investigation, and may request the assistance of counsel or other outside parties as he or she deems necessary. The NH SRC Executive Board will prepare a report of the findings of the investigation and submit such report to the State Referee Committee.

In the event that a report concerns a member of the NH SRC Executive Board, he or she shall recuse himself or herself from the proceedings.

Any member who believes that he or she has been subjected to any form of retaliation as a result of reporting a suspected violation of law or policy should immediately report such incident to the NH SRC Executive Board.



NH Soccer Referee Program

State Director of Assessment & Instruction Proposal
State Referee Committee (SRC) Meeting: April 2019

Region 1 has changed its policy to not require states to send referee coaches (ie assessors) to Region 1 events. However, states are still encouraged to send referee coaches to these events, even though they have the ability to apply to attend independently. In the past, attendance at these events have helped to advance the skills of referee coaches through interaction and mentoring of other referee coaches at the events. These individuals then can bring these skills back to New Hampshire to benefit New Hampshire referees. Attendance at these events is important as otherwise many referee coaches work in a vacuum and these events allow for a positive exchange of ideas while mentoring referees at the tournaments.

Though referee coaches will be paid a rate of \$30 per game, travel costs now fall to the individual. As most Region 1 events are longer than previous, assuming mentoring three games a day at \$30 per game, the assessors will make approximately the same rate or slightly more as previously paid through the stipend. As referee coaches are focused on giving back and not furthering their career, in talking to New Hampshire assessors, it is unlikely any would pay on their own to attend these events. Therefore the following is proposed:

- Send qualified Referee Coaches from New Hampshire to select Region 1 events.
- Reimburse reasonable travel expenses for Referee Coaches selected by the SDA to attend on behalf of the NH SRC.
- Expect that Referee Coaches would help with transportation of New Hampshire referees.
- Referee coaches would keep any pay from services provided at Region 1 events.